

INTISARI

Kepuasan Kerja merupakan keadaan emosional yang menyenangkan atau tidak menyenangkan dimana para karyawan memandang pekerjaan mereka. Kepuasan kerja merupakan perasaan seseorang terhadap pekerjaannya, bagai mana karyawan menilai atau memandang pekerjaannya. Hal ini tampak pada sikap positif karyawan terhadap pekerjaan dan segala sesuatu yang dihadapi di lingkungan kerja. Penilaian ini bertujuan untuk mengetahui pengaruh komitmen, motivasi dan lingkungan kerja terhadap kepuasan kerja karyawan PT. PLN (Persero) Area Surabaya Utara dengan teknik pengambilan sampel *simple random sampling* dan jumlah sampel sebanyak 61 orang. Adapun teknik analisis yang digunakan adalah analisis regresi berganda.

Hasil penelitian menunjukkan komitmen, motivasi dan lingkungan kerja berpengaruh terhadap kepuasan kerja karyawan PT. PLN (Persero) Area Surabaya Utara. Hasil ini mengindikasikan model yang digunakan dalam penelitian layak dilanjutkan pada analisa berikutnya. Hasil ini di dukung dengan perolehan tingkat koefisien korelasi berganda sebesar 76,4% menunjukkan hubungan antara variabel tersebut terhadap kepuasan kerja karyawan adalah erat. Hasil pengujian juga menunjukkan komitmen, motivasi dan lingkungan kerja masing-masing berpengaruh positif terhadap kepuasan kerja karyawan.

Kata Kunci : Komitmen, Motivasi, Lingkungan Kerja, Kepuasan Kerja

ABSTRACT

Job satisfaction is an emotional condition which please or unplease in which the employee concerns about their tasks. Job satisfaction is what an employee feels about his or her tasks, how an employee gives an assessment or consider his or her tasks. It can be seen from the positive attitude of an employee to the tasks and everything he or she encounters in work environment. The assessment is meant to find out the influence of commitment, motivation, and work environment to the employee job satisfaction at PT. PLN (Persero) Area Surabaya Utara which has been done by using simple random sampling and 61 employees have been selected as samples. The analysis technique has been done by using multiple linear regression analysis.

The result of the research shows that commitment, motivation, and work environment give influence to the employee job satisfaction at PT. PLN (Persero) Area Surabaya Utara. It indicates that the models which have been applied in this research are feasible to be used for the following analysis. This result is supported by the acquisition of multiple correlation coefficients level 76.4% which shows the correlation among these variables to the employee job satisfaction is firm. The result of the test shows that commitment, motivation, and work environment each of them give positive influence to the employee job satisfaction.

Keywords: commitment, motivation, work environment, job satisfaction

